



Coast Guard Flag Voice 08

HIGH YEAR TENURE

In 1992, the Coast Guard instituted a high year tenure (HYT) policy similar to the other military services as a workforce management tool to help shape the workforce over time. Implementation was completed by 1995. Professional growth points (PGPs) were established similar to the Navy. PGPs are a specified number of years of service for each grade level (E-5 through E-9) that require an advancement to the next grade level for the member to be retained. For instance, to serve beyond 20 years, a member must have achieved the grade level of E-6. This was "turned on" during a period when we were experiencing an advancement stagnation in many ratings and grade levels, as well as undergoing a workforce downsizing. When the recruiting and retention environment reversed itself, HYT was suspended for most ratings (except ASM, DC, GM, HS, MU and PA) and currently remains suspended until 1 October 1999. This should not be read as an indication that HYT is either flawed or no longer necessary. All along it was intended to be continually evaluated against the recruiting and retention environment and turned on or off, or PGPs raised or lowered, depending upon the specific circumstances facing the Service. However, it is critical that we provide our people adequate time to plan for any adjustments in personnel policies which may affect their careers.

As we formulate our recruiting and retention plans for the next three years, it is essential that we determine how HYT fits into those plans. For instance, do we continue to suspend HYT, and if so, for what ratings and paygrades and for how long? We are standing up a team to fully assess the impacts of HYT and the current PGPs. The team will make their recommendations prior to 15 November so that we can fold our decisions into the 1999 enlisted assignment process.

The team will consist of representatives from the CG Personnel Command, the Office of the Master Chief Petty Officer of the CG, and M, O, S and W directorates.

Regards, FLA



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